Vacancy Announcement #DP0-00-066 AJ

DEMONSTRATION PROJECT VACANCY ANNOUNCEMENT

OPENING DATE: 11-21-00 **CLOSING DATE: Open Until Filled**
(**Initial Cut-Off January 3, 2001**
A List of qualified eligibles will be Forwarded to the selecting Official Every 30 days.)

POSITION: Chemist, PD-1320, Band 1, Band 2, or Band 3 – Zone 1

(Band 1 equivalent to GS-5/10 salary range $24,578 - $55,712 pa including locality pymt.
Band 2 equivalent to GS-11/12 salary range $45,059 - $72,662 pa including locality pymt.
Band 3-Zone1 equiv. to GS-13 salary range $64,218 - $83,481 pa including locality pymt.)

LOCATION: Bureau of Alcohol, Tobacco and Firearms
Office of Science & Technology
Laboratory Services
Forensic Science Laboratory – San Francisco
Arson and Explosives
San Francisco, CA

NOTE: **These positions are covered by a Title 5 exemption authority, a special authority approved for the Department of the Treasury by the United States Congress for a Demonstration Project to provide increased flexibilities in hiring and paying employees, including a broad banded system and pay for performance.**

Security Clearance Required

More than one position may be filled from this announcement.

AREA OF CONSIDERATION: All Sources and Veterans who are preference eligibles or who have been separated from the Armed Forces under honorable conditions and after 3 years or more of continuous active service may apply.

Competitive Examining Authority has been delegated to ATF by the U.S. Office of Personnel Management. Non-status applications will be forwarded to the Delegated Examining Unit for rating, ranking and referral. Status candidates who wish to be rated under both merit promotion and competitive procedures must submit two complete applications.

MAJOR DUTIES: The incumbent is responsible for the analysis of forensic evidence from criminal investigations of bombings and/or arsons. Based on individual expertise and level of qualifications, duties may include the following:

- Examines a large variety of physical evidence submitted in connection with criminal cases using chemical, physical and instrumental techniques. The evidence includes explosives, accelerants, and a variety of trace evidence such as hair, fibers, paint, glass, metals and plastics.
- Advises and assists special agents at crime scenes where expertise will help the investigation. Sets priorities and guidelines for the collection, preservation and transmittal of scientific evidence.
- Determines from the evidence submitted, the type of criminal offense, the problem to be solved, and the chemical and physical properties of the substances involved; determines the specific data to be obtained and the approach, methods, and procedures to use. Minor adaptations and modifications of existing methods are occasionally necessary to satisfy unusual requirements and to solve specific problems.
- Conducts training related to specialty areas. Designs curriculum, prepares lesson plans, instructs and evaluates students.
- May represent the laboratory on scientific issues in regional meetings, negotiations with government officials, members of industry, ranking law enforcement officials, and professional organizations or associations.
- Prepares documents which may be accepted for publication in professional journals and scientific publications.
- Compiles accurate data and interprets the analytical results. Prepares laboratory reports with conclusions supported by the analytical data.
- Provides expert court testimony on the basis of laboratory examinations
- Advises prosecutors on the appropriate approach to use in presenting scientific testimony. Assists the prosecutor in the preparation of questions.

QUALIFICATION REQUIREMENTS: All applicants must meet all qualification requirements, including band requirements, within thirty (30) days after the closing date of the announcement. Unless qualifying based on education, applicants must have had one (1) year of specialized experience equivalent to the next lower grade/band in the Federal Service.

BASIC REQUIREMENTS FOR ALL GRADES: (A) Candidates must have a full 4-year course of study in an accredited college or university leading to a bachelor's degree (or higher) in one of the physical or life sciences, or a degree in engineering which includes 30 semester hours in chemistry supplemented by course work in mathematics through differential and integral calculus, and at least 6 semester hours of physics.

OR

(B) Combination of education and experience – course work equivalent to a major as shown in A above, including at least 30 semester hours in chemistry, supplemented by mathematics through differential and integral calculus, and at least 6 semester hours of physics, plus appropriate experience or additional education.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE: In addition to meeting the basic entry qualifications requirements, completion of all requirements for a master's or equivalent graduate degree in a directly related field of study is qualifying for the GS-9 grade level position; completion of all requirements for the doctoral degree (Ph.D. or equivalent) in a directly related field of study is qualifying for the GS-11 grade level position.

SPECIALIZED EXPERIENCE: Experience that has equipped the applicant with the particular knowledge, skills and abilities (KSA's) to perform successfully the duties of the position that is typically in or related to the work of the position to be filled.

EVALUATION METHODS: Status applicants will be evaluated and given points on relevant experience, formal college level education, training and self-development within the past five years; Quality Step Increase (QSI), Sustained Superior Performance (SSP), Special Act and Suggestion Awards; and the Supplemental Experience Statement. Non-status applicants will be evaluated on relevant experience and the Supplemental Experience Statement. The following factors in the Supplemental Experience Statement will be used as the basis for determining the best-qualified applicants.

SUPPLEMENTAL EXPERIENCE STATEMENT

On a separate sheet of paper, describe your work experience, training and/or awards, volunteer experience or hobbies as they relate to each of the items listed below. Provide detailed evidence of each of the factors and show how and when they were used. Include clear, concise examples that show level of accomplishments and degree of responsibility. Include where and when you acquired the knowledge and abilities.

For Band 1 Positions:

1. Knowledge of chemical principles, theories, practices and laboratory methods and procedures.
2. Ability to perform routine chemical, physical, and instrumental tests based upon established procedures. Ability to calibrate and operate a wide variety of analytical instrumentation, including computerized equipment. Demonstrated ability to obtain reliable experimental data and to accurately interpret the results.
3. Skill in operating sophisticated laboratory instrumentation such as GC/MS, GC, GC/TEA, EGIS, IR, HPLC, IC, CE, PLM, Microspectrophotometry, microscopy, SEM, XRF and XRD.

4. Ability to assist with crime scene processing techniques including collection and preservation of a wide variety of evidence, and an understanding of the potential evidentiary value of items to be collected and processed.
5. Ability to write clear, concise laboratory reports with conclusions supported by the analytical data. Ability to present clear, convincing expert court testimony.

For Band 2 Positions:

1. Knowledge of chemical principles, theories, practices and laboratory methods and procedures to perform a full range of forensic chemical analyses on various types of physical evidence which is complex and unprecedented in nature.
2. Skill in developing and modifying methods for the analysis of a wide variety of physical evidence of a complex nature and to solve problems in relation to programs which have unusual or unprecedented requirements.
3. Skill in operating a wide variety of sophisticated laboratory instrumentation such as GC/MS, GC, GC/TEA, EGIS, IR, HPLC, IC, CE, PLM, Microspectrophotometry, microscopy, SEM, XRF and XRD in the analysis of a wide variety of physical evidence.
4. Knowledge of proper crime scene processing techniques including collection and preservation of a wide variety of evidence and an understanding of the potential evidentiary value of items to be collected and processed.
5. Ability to write clear, concise laboratory reports with conclusions supported by the analytical data, and to present clear, convincing expert court testimony under potentially rigorous cross-examination.

For Band 3 Positions:

1. Skill in analyzing complex or unprecedented samples, through the use of a wide variety of sophisticated laboratory instrumentation such as GC/MS, GC, GC/TEA, EGIS, IR, HPLC, IC, CE, PLM, Microspectrophotometry, SEM, XRF and XRD.
2. Skill in identifying unknown materials and comparing questioned and known samples to determine common origin; interpreting and evaluating the results of chemical/physical/instrumental examinations for validity, scientific significance and evidentiary value, to be able to render an expert opinion.
3. Skills to process major crime scenes by collecting, preserving, and packaging evidentiary materials or to oversee, supervise and advise others concerning this process.
4. Ability to make authoritative verbal presentations to peer groups, professional organizations and give clear/convincing testimony in courts of law about explosives and trace evidence examinations and provide sound technical assistance in a particular specialty area.
5. Skill in preparing well-written laboratory reports, operational and technical documents concerning forensic chemistry methods that are suitable for publication in professional journals.
6. Skill in conducting and directing research and methods development projects related to forensic examinations.
7. Ability to maintain positive relationships by representing the Laboratory to peer groups, national/international professional organizations, high ranking government

officials and industry representatives as well as mentoring/guiding lower-graded chemists to develop professional skills.

INFORMATION

1. Applications will not be returned to applicants.
2. Applications must be postmarked by closing date of this announcement.

3. Band 1 incumbents have promotion potential to Band 2.

HOW TO APPLY:

A. Candidates may submit a resume; SF-171, Application for Federal Employment; or OF-612, Optional Application for Federal Employment. The OF-612 may be obtained by contacting us at the Internet address www.usajobs.opm.gov. The SF-171 is no longer available for distribution.

Your application **must** contain the following information:

1. Title series, grade and vacancy announcement of the vacancy for which you wish to be considered.
2. Full name, social security number and mailing address.
3. Daytime and evening telephone numbers.
4. For experience most relevant to this position, include name of employer, dates of employment, job title, grade (if applicable), start and end dates and a description of duties and responsibilities.
5. Average hours worked for each position if other than 40 hours per week.
6. Name, location and date of high school and college attended.
7. Type of degree, if any, date received, GPA, major/minor field of study.
8. Relevant training: course titles, dates, and number of hours and institutions.
9. Description and year of awards, honors, and special qualifications
10. Clear identification of U.S. citizenship.

B. Submit the following additional information/completed forms:

1. Current/former Federal employees – SF-50 reflecting competitive status.
2. DD214, if claiming 5 point preference.
3. Both DD-214 and SF-15, if claiming 10 point preference. (For non-status applicants only.
4. College transcripts listing all college courses.
5. Performance appraisal, dated within the last year. If not submitted, credit will **not** be given for that portion of the evaluation process. (For status consideration only.)

6. Self-initiated training and self- development taken within past five years (courses, training sessions or seminars that are three or more days in length.) Provide month/year of class, title and length of class.
7. Written response to the Supplemental Experience statement.
8. Race and National Origin Identification (SF-181). (Information submitted will be used for statistical reports only.)

CTAP/ICTAP: Individuals who have special priority selection rights under the Agency Career transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) must be well qualified for the position to receive consideration for special priority selection. Employees seeking CTAP/ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.605(a) for CTAP and 5 CFR 330.704 for ICTAP. This includes copies of the agency notice, their most recent performance rating and their most recent SF-50 noting current position, grade level and duty location. Well-qualified means that the applicant meets the cut-off score in the rating process.

SEND COMPLETED APPLICATION TO:

Bureau of Alcohol, Tobacco and Firearms
Position Management Branch, Room 4350
Attention: Althea Jacobs
650 Massachusetts Avenue, NW
Washington, DC 20226
(202) 927-8630
Telecommunications Device for the Deaf (202) 927-7964

You may also use web-site www.usajobs.opm.gov to find out about other job opportunities

AN EQUAL OPPORTUNITY EMPLOYER

ALL APPLICANTS WILL RECEIVE CONSIDERATION REGARDLESS OF RACE, COLOR, SEX, AGE, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, SEXUAL ORIENTATION, RELIGION, OR ANY OTHER NONMERIT REASON.

REASONABLE ACCOMMODATION

ATF provides reasonable accommodations to applicants with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process, please contact us at the phone number listed above.